

2022 EDITION

# The 50<sup>th</sup> Annual Survey of Law Firm Economics

| LAW FIRM<br>FINANCIALS | HOURLY<br>RATES | BILLABLE<br>HOURS | TOTAL<br>COMPENSATION | STAFFING<br>RATIOS |
|------------------------|-----------------|-------------------|-----------------------|--------------------|
|------------------------|-----------------|-------------------|-----------------------|--------------------|

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# PER FOR HANCE

#### INFORMATION ABOUT THE RESPONDENT SET

This study is undertaken annually. An invitation to participate was sent to a selected group of law firms. These are firms that have had prior contact with ALM Legal Intelligence and include past participants and purchasers of our various surveys. Invitations to participate were also sent to various members of the Association of Legal Administrators and other mailing lists.

Only U.S. law firms are included in this study. Sole practitioners are included in this report. Therefore any trending data such as firm financials, compensation or billing rates will not be completely trendable with previous editions of the survey. To accommodate this group, ALM Legal Intelligence has a separate data cut for firm sizes 10 attorneys or less.

Information was collected in several areas for each lawyer who worked at the participating law firm in 2021. Earnings and billable

hours information is included only for individuals who worked full-time for all of 2021.

Statistics are not shown for any category that does not have information supplied by at least three individual positions. The number of firms or offices and number of positions are indicated on the tables as appropriate.

In some instances, the sum total of percentage breakouts may not equal 100%, because numbers have been rounded to the nearest one-tenth of one percent.

## STANDARD HOURLY BILLING RATES

This section presents standard billing rates for equity partners and shareholders, non-equity partners and shareholders, associates and staff lawyers. Information is collected for each lawyer on the "individual's most commonly used hourly rate as of January 1, 2023." Law firms frequently employ this rate, usually called the Standard Rate, in their budgeting practices. Years of experience is calculated in this section from the year admitted to bar. Average billing rates, as well as quartiles and ninth decile data, are reported as follows:

Trend Comparison - Senior Partners vs. Mid-level Associates  
 Characteristics of Standard Hourly Rate  
 National  
 Gender  
 Ethnicity  
 Region  
 Firm Size  
 Year Admitted to Bar  
 Years Legal Experience  
 Individual Lawyer Non-Litigation Specialties  
 Individual Lawyer Litigation Specialties

TREND COMPARISON OF AVERAGE BILLING RATES IN LAW FIRMS  
FOR 25 TO 29 YEAR PARTNERS AND 5 YEAR ASSOCIATES

| Fiscal Year | 25th to 29th Year |       | 5th Year Associate |       | Ratio Partner to Associate Rates | CPI |
|-------------|-------------------|-------|--------------------|-------|----------------------------------|-----|
|             | \$                | Index | \$                 | Index |                                  |     |
| 1985        |                   |       |                    |       |                                  |     |
| 1986        | 128               | 100   | 82                 | 100   | 1.56                             | 100 |
| 1987        | 143               | 112   | 89                 | 109   | 1.61                             | 102 |
| 1988        | 142               | 111   | 96                 | 117   | 1.48                             | 106 |
| 1989        | 143               | 112   | 99                 | 121   | 1.44                             | 111 |
| 1990        | 137               | 103   | 108                | 132   | 1.45                             | 116 |
| 1991        | 166               | 130   | 115                | 140   | 1.44                             | 123 |
| 1992        | 170               | 133   | 118                | 144   | 1.44                             | 129 |
| 1993        | 181               | 141   | 124                | 151   | 1.46                             | 133 |
| 1994        | 184               | 144   | 124                | 151   | 1.48                             | 137 |
| 1995        | 194               | 152   | 127                | 155   | 1.53                             | 141 |
| 1996        | 198               | 155   | 132                | 161   | 1.50                             | 145 |
| 1997        | 200               | 156   | 125                | 152   | 1.60                             | 149 |
| 1998        | 207               | 162   | 134                | 163   | 1.54                             | 153 |
| 1999        | 228               | 178   | 148                | 180   | 1.54                             | 155 |
| 2000        | 230               | 180   | 160                | 195   | 1.44                             | 159 |
| 2001        | 245               | 191   | 164                | 200   | 1.49                             | 163 |
| 2002        | 259               | 202   | 168                | 205   | 1.54                             | 170 |
| 2003        | 270               | 211   | 186                | 227   | 1.45                             | 172 |
| 2004        | 274               | 214   | 189                | 230   | 1.45                             | 176 |
| 2005        | 294               | 230   | 203                | 248   | 1.45                             | 181 |
| 2006        | 301               | 235   | 193                | 235   | 1.56                             | 185 |
| 2007        | 318               | 248   | 209                | 255   | 1.52                             | 194 |
| 2008        | 336               | 265   | 220                | 268   | 1.53                             | 200 |
| 2009        | 352               | 275   | 227                | 277   | 1.55                             | 208 |
| 2010        | 346               | 270   | 218                | 266   | 1.59                             | 207 |
| 2011        | 357               | 279   | 219                | 268   | 1.63                             | 210 |
| 2012        | 378               | 293   | 252                | 307   | 1.50                             | 217 |
| 2013        | 370               | 289   | 256                | 312   | 1.45                             | 222 |
| 2014        | 375               | 293   | 251                | 299   | 1.53                             | 225 |
| 2015        | 399               | 312   | 257                | 313   | 1.56                             | 229 |
| 2016        | 444               | 347   | 307                | 374   | 1.45                             | 233 |
| 2017        | 435               | 340   | 258                | 315   | 1.69                             | 236 |
| 2018        | 482               | 377   | 294                | 559   | 1.64                             | 242 |
| 2019        | 536               | 419   | 346                | 422   | 1.55                             | 247 |
| 2020        | 691               | 384   | 290                | 354   | 1.60                             | 251 |
| 2021        | 475               | 370   | 284                | 346   | 1.67                             | 258 |
|             | 686               | 556   | 495                | 604   | 1.39                             | 270 |

**MEDIAN FOR STANDARD HOURLY RATE BY BROAD REGION**  
for State Court Partner/Shareholder/Equity/Non-Equity and Associate/Staff Lawyer

| Region    | Partner/Shareholder/Equity/Non-Equity | Associate/Staff Lawyer |
|-----------|---------------------------------------|------------------------|
| Northwest | \$845                                 | \$515                  |
| Midwest   | \$855                                 | \$525                  |
| South     | \$865                                 | \$535                  |
| West      | \$875                                 | \$545                  |

2022 Survey of Law Firm Economics: Hourly Billing Rates



Figure 1: Median Hourly Rates by Broad Region

**MEDIAN FOR STANDARD HOURLY RATE BY NARROW REGION**  
for State Court Partner/Shareholder/Equity/Non-Equity and Associate/Staff Lawyer

| Region    | Partner/Shareholder/Equity/Non-Equity | Associate/Staff Lawyer |
|-----------|---------------------------------------|------------------------|
| Northwest | \$845                                 | \$515                  |
| Midwest   | \$855                                 | \$525                  |
| South     | \$865                                 | \$535                  |
| West      | \$875                                 | \$545                  |

2022 Survey of Law Firm Economics: Hourly Billing Rates

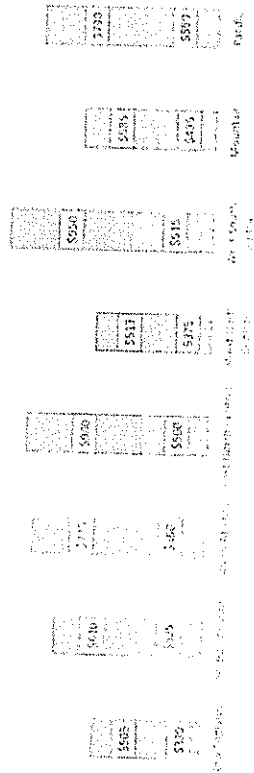
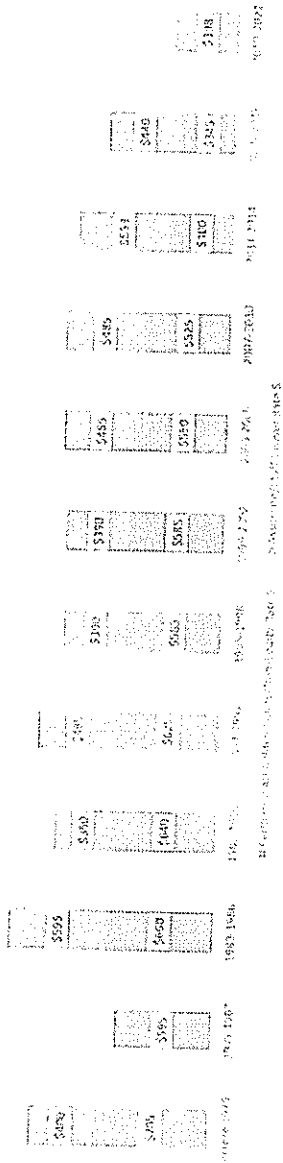


Figure 2: Median Hourly Rates by Narrow Region

**MEDIAN FOR STANDARD HOURLY RATE BY YEAR ADMITTED TO BAR**  
 for states: *Confes, Partner/Shareholder, Equity/Non-Equity, and Associate/Staff Lawyer*

| Year Admitted to Bar | Partner/Shareholder/Equity/Non-Equity | Associate/Staff Lawyer |
|----------------------|---------------------------------------|------------------------|
| 1980-1982            | \$400                                 | \$150                  |
| 1983-1985            | \$450                                 | \$175                  |
| 1986-1988            | \$500                                 | \$200                  |
| 1989-1991            | \$550                                 | \$225                  |
| 1992-1994            | \$600                                 | \$250                  |
| 1995-1997            | \$650                                 | \$275                  |
| 1998-2000            | \$700                                 | \$300                  |
| 2001-2003            | \$750                                 | \$325                  |
| 2004-2006            | \$800                                 | \$350                  |
| 2007-2009            | \$850                                 | \$375                  |
| 2010-2012            | \$900                                 | \$400                  |
| 2013-2015            | \$950                                 | \$425                  |
| 2016-2018            | \$1,000                               | \$450                  |
| 2019-2021            | \$1,050                               | \$475                  |
| 2022-2024            | \$1,100                               | \$500                  |

\$1,000  
 \$900  
 \$800  
 \$700  
 \$600  
 \$500  
 \$400  
 \$300  
 \$200  
 \$100  
 \$0



NARROW REGION BY YEARS OF LEGAL EXPERIENCE  
STANDARD HOURLY BILLING RATES  
As of January 1, 2022

|                 | Number of Offices |   | Number of Lawyers |   | Rate    |       | Lower Quintile | Median | Upper Quintile | North Decile |
|-----------------|-------------------|---|-------------------|---|---------|-------|----------------|--------|----------------|--------------|
|                 | 2                 | 3 | 2                 | 3 | Average | 50th  |                |        |                |              |
| New England     | Under 2 years     | 3 | 2                 | 2 | \$241   | \$210 |                | \$243  | \$255          | \$255        |
|                 | 3 or 5 Years      | 3 | 2                 | 2 | \$241   | \$210 |                | \$243  | \$255          | \$255        |
|                 | 6 or 10 Years     | 3 | 2                 | 2 | \$241   | \$210 |                | \$243  | \$255          | \$255        |
|                 | 11 to 15 Years    | 2 | 2                 | 2 | \$241   | \$210 |                | \$243  | \$255          | \$255        |
|                 | 16 to 20 Years    | 2 | 2                 | 2 | \$241   | \$210 |                | \$243  | \$255          | \$255        |
|                 | 21 to 30 Years    | 2 | 2                 | 2 | \$241   | \$210 |                | \$243  | \$255          | \$255        |
|                 | 31 or More Years  | 2 | 2                 | 2 | \$241   | \$210 |                | \$243  | \$255          | \$255        |
|                 | Under 2 years     | 3 | 2                 | 2 | \$241   | \$210 |                | \$243  | \$255          | \$255        |
|                 | 3 or 5 Years      | 3 | 2                 | 2 | \$241   | \$210 |                | \$243  | \$255          | \$255        |
|                 | 6 or 10 Years     | 3 | 2                 | 2 | \$241   | \$210 |                | \$243  | \$255          | \$255        |
| Middle Atlantic | Under 2 years     | 3 | 2                 | 2 | \$241   | \$210 |                | \$243  | \$255          | \$255        |
|                 | 3 or 5 Years      | 3 | 2                 | 2 | \$241   | \$210 |                | \$243  | \$255          | \$255        |
|                 | 6 or 10 Years     | 3 | 2                 | 2 | \$241   | \$210 |                | \$243  | \$255          | \$255        |
|                 | 11 to 15 Years    | 2 | 2                 | 2 | \$241   | \$210 |                | \$243  | \$255          | \$255        |
|                 | 16 to 20 Years    | 2 | 2                 | 2 | \$241   | \$210 |                | \$243  | \$255          | \$255        |
|                 | 21 to 30 Years    | 2 | 2                 | 2 | \$241   | \$210 |                | \$243  | \$255          | \$255        |
|                 | 31 or More Years  | 2 | 2                 | 2 | \$241   | \$210 |                | \$243  | \$255          | \$255        |
|                 | Under 2 years     | 3 | 2                 | 2 | \$241   | \$210 |                | \$243  | \$255          | \$255        |
|                 | 3 or 5 Years      | 3 | 2                 | 2 | \$241   | \$210 |                | \$243  | \$255          | \$255        |
|                 | 6 or 10 Years     | 3 | 2                 | 2 | \$241   | \$210 |                | \$243  | \$255          | \$255        |
| South Atlantic  | Under 2 years     | 3 | 2                 | 2 | \$241   | \$210 |                | \$243  | \$255          | \$255        |
|                 | 3 or 5 Years      | 3 | 2                 | 2 | \$241   | \$210 |                | \$243  | \$255          | \$255        |
|                 | 6 or 10 Years     | 3 | 2                 | 2 | \$241   | \$210 |                | \$243  | \$255          | \$255        |
|                 | 11 to 15 Years    | 2 | 2                 | 2 | \$241   | \$210 |                | \$243  | \$255          | \$255        |
|                 | 16 to 20 Years    | 2 | 2                 | 2 | \$241   | \$210 |                | \$243  | \$255          | \$255        |
|                 | 21 to 30 Years    | 2 | 2                 | 2 | \$241   | \$210 |                | \$243  | \$255          | \$255        |
|                 | 31 or More Years  | 2 | 2                 | 2 | \$241   | \$210 |                | \$243  | \$255          | \$255        |
|                 | Under 2 years     | 3 | 2                 | 2 | \$241   | \$210 |                | \$243  | \$255          | \$255        |
|                 | 3 or 5 Years      | 3 | 2                 | 2 | \$241   | \$210 |                | \$243  | \$255          | \$255        |
|                 | 6 or 10 Years     | 3 | 2                 | 2 | \$241   | \$210 |                | \$243  | \$255          | \$255        |

NATIONAL INDIVIDUAL STATUS CODES  
STANDARD HOURLY BILLING RATES  
As of January 1, 2022

| Status Code   | Number of Offices | Number of Lawyers | Average Rate | Lower Quintile | Median | Upper Quintile | Ninth Decile |
|---|-------------------|-------------------|--------------|----------------|--------|----------------|--------------|
| Equity Partner/Shareholder/Partner                            | 17                | 683               | \$614        | \$115          | \$575  | \$765          | \$1,010      |
| Non-equity Partner/Salaried Partner/Non-Participating Partner | 15                | 705               | \$724        | \$460          | \$685  | \$930          | \$1,155      |
| Associate Lawyer  | 16                | 946               | \$510        | \$310          | \$480  | \$675          | \$860        |
| Staff Lawyer  | 6                 | 112               | \$322        | \$208          | \$355  | \$485          | \$590        |
| Of Counsel  | 10                | 205               | \$707        | \$475          | \$590  | \$860          | \$1,010      |

NATIONAL COMBINED STATUS CODES  
STANDARD HOURLY BILLING RATES  
As of January 1, 2022

| Status Code                                  | Number of Offices | Number of Lawyers | Average Rate | Lower Quintile | Median | Upper Quintile | Ninth Decile |
|--|-------------------|-------------------|--------------|----------------|--------|----------------|--------------|
| Partner/Shareholder/Equity/Non-Participating | 17                | 1,438             | \$682        | \$130          | \$590  | \$790          | \$1,130      |
| Associate/Staff Lawyer                       | 16                | 1,058             | \$501        | \$310          | \$470  | \$675          | \$860        |
| Of Counsel                                   | 10                | 205               | \$707        | \$475          | \$590  | \$860          | \$1,010      |

GENDER  
STANDARD HOURLY BILLING RATES  
As of January 1, 2022

| Gender/Status   | Number of Offices | Number of Lawyers | Average Rate | Lower Quintile | Median | Upper Quintile | Ninth Decile |
|---|-------------------|-------------------|--------------|----------------|--------|----------------|--------------|
| Female  |                   |                   |              |                |        |                |              |
| Equity Partner/Shareholder/Partner                            | 15                | 155               | \$609        | \$100          | \$555  | \$750          | \$1,040      |
| Non-equity Partner/Salaried Partner/Non-Participating Partner | 14                | 238               | \$656        | \$438          | \$590  | \$910          | \$1,110      |
| Associate Lawyer  | 16                | 489               | \$506        | \$325          | \$485  | \$675          | \$860        |
| Staff Lawyer  | 5                 | 51                | \$317        | \$200          | \$355  | \$500          | \$595        |
| Of Counsel  | 8                 | 74                | \$729        | \$475          | \$590  | \$860          | \$1,010      |
| Male  |                   |                   |              |                |        |                |              |
| Equity Partner/Shareholder/Partner                            | 17                | 328               | \$641        | \$150          | \$575  | \$760          | \$1,020      |
| Non-equity Partner/Salaried Partner/Non-Participating Partner | 14                | 517               | \$715        | \$475          | \$700  | \$920          | \$1,155      |
| Associate Lawyer  | 16                | 457               | \$515        | \$310          | \$475  | \$675          | \$860        |
| Staff Lawyer  | 5                 | 58                | \$309        | \$215          | \$315  | \$475          | \$535        |
| Of Counsel  | 9                 | 111               | \$694        | \$460          | \$635  | \$935          | \$1,150      |

GENDER BY YEARS OF LEGAL EXPERIENCE  
STANDARD HOURLY BILLING RATES  
As of January 1, 2022

| Gender/Years of Experience | Number of Offices | Number of Lawyers | Average Rate | Lower Quintile | Median | Upper Quintile | Ninth Decile |
|----------------------------|-------------------|-------------------|--------------|----------------|--------|----------------|--------------|
| Female                     |                   |                   |              |                |        |                |              |
| Under 2 Years              | 10                | 30                | \$429        | \$310          | \$430  | \$540          | \$675        |
| 2 or 3 Years               | 11                | 95                | \$415        | \$256          | \$395  | \$565          | \$665        |
| 4 or 5 Years               | 12                | 99                | \$346        | \$265          | \$390  | \$510          | \$575        |
| 6 or 7 Years               | 13                | 94                | \$547        | \$375          | \$505  | \$755          | \$860        |
| 8 to 10 Years              | 14                | 120               | \$566        | \$390          | \$515  | \$800          | \$905        |
| 11 to 15 Years             | 15                | 136               | \$609        | \$415          | \$535  | \$820          | \$1,000      |
| 16 to 20 Years             | 16                | 117               | \$622        | \$475          | \$550  | \$870          | \$1,050      |
| 21 to 30 Years             | 13                | 149               | \$672        | \$515          | \$625  | \$910          | \$1,110      |
| 31 or More Years           | 15                | 104               | \$695        | \$565          | \$675  | \$935          | \$1,150      |
| Male                       |                   |                   |              |                |        |                |              |
| Under 2 Years              | 10                | 72                | \$311        | \$215          | \$300  | \$415          | \$505        |
| 2 or 3 Years               | 11                | 75                | \$314        | \$205          | \$300  | \$415          | \$505        |
| 4 or 5 Years               | 12                | 76                | \$305        | \$218          | \$300  | \$415          | \$505        |
| 6 or 7 Years               | 13                | 104               | \$483        | \$325          | \$415  | \$675          | \$775        |
| 8 to 10 Years              | 14                | 135               | \$559        | \$365          | \$475  | \$740          | \$845        |
| 11 to 15 Years             | 17                | 235               | \$599        | \$400          | \$530  | \$775          | \$950        |
| 16 to 20 Years             | 16                | 214               | \$626        | \$435          | \$550  | \$775          | \$950        |
| 21 to 30 Years             | 16                | 257               | \$690        | \$565          | \$600  | \$900          | \$1,050      |
| 31 or More Years           | 17                | 476               | \$749        | \$590          | \$648  | \$1,020        | \$1,160      |



**BROAD REGION  
STANDARD HOURLY BILLING RATES  
As of January 1, 2022**

| Northwest     | Broad Region/State   | Number of Offices | Number of Lawyers | Rate    |                |        |                |
|---------------|--|-------------------|-------------------|---------|----------------|--------|----------------|
|               |  |                   |                   | Average | Lower Quartile | Median | Upper Quartile |
| Northwest     | Equity Partner/Shareholder/Proprietor                            | 6                 | 125               | \$664   | \$455          | \$540  | \$715          |
|               | Non-equity Partner/Shareholder/Partner/Non-Participating Partner | 5                 | 211               | \$719   | \$450          | \$520  | \$715          |
|               | Associate Lawyer   | 7                 | 266               | \$543   | \$320          | \$385  | \$700          |
|               | Staff Lawyer   | 2                 | 21                | \$511   | \$340          | \$495  | \$520          |
| Midwest       | Of Counsel   | 4                 | 38                | \$750   | \$495          | \$693  | \$1,000        |
|               | Equity Partner/Shareholder/Proprietor                            | 4                 | 59                | \$875   | \$575          | \$770  | \$1,000        |
|               | Non-equity Partner/Shareholder/Partner/Non-Participating Partner | 4                 | 114               | \$793   | \$585          | \$770  | \$1,000        |
|               | Associate Lawyer   | 4                 | 146               | \$564   | \$440          | \$465  | \$715          |
| South         | Of Counsel   | 3                 | 45                | \$505   | \$290          | \$355  | \$715          |
|               | Equity Partner/Shareholder/Proprietor                            | 3                 | 15                | \$721   | \$500          | \$550  | \$715          |
|               | Non-equity Partner/Shareholder/Partner/Non-Participating Partner | 5                 | 111               | \$709   | \$500          | \$550  | \$715          |
|               | Associate Lawyer   | 6                 | 185               | \$465   | \$310          | \$370  | \$715          |
| West          | Of Counsel   | 3                 | 197               | \$300   | \$200          | \$250  | \$715          |
|               | Equity Partner/Shareholder/Proprietor                            | 5                 | 64                | \$319   | \$185          | \$200  | \$715          |
|               | Non-equity Partner/Shareholder/Partner/Non-Participating Partner | 3                 | 89                | \$510   | \$310          | \$370  | \$715          |
|               | Associate Lawyer   | 3                 | 97                | \$294   | \$200          | \$250  | \$715          |
| NARROW REGION | Of Counsel   | 4                 | 181               | \$560   | \$335          | \$375  | \$715          |
|               | Equity Partner/Shareholder/Proprietor                            | 4                 | 23                | \$715   | \$515          | \$655  | \$715          |
|               | Non-equity Partner/Shareholder/Partner/Non-Participating Partner | 4                 | 23                | \$715   | \$515          | \$655  | \$715          |
|               | Associate Lawyer   | 4                 | 23                | \$715   | \$515          | \$655  | \$715          |

**NARROW REGION  
STANDARD HOURLY BILLING RATES  
As of January 1, 2022**

| New England        | Narrow Region/State  | Number of Offices | Number of Lawyers | Rate    |                |        |                |
|--------------------|--|-------------------|-------------------|---------|----------------|--------|----------------|
|                    |  |                   |                   | Average | Lower Quartile | Median | Upper Quartile |
| New England        | Equity Partner/Shareholder/Proprietor                            | 2                 | 19                | \$307   | \$160          | \$205  | \$520          |
|                    | Non-equity Partner/Shareholder/Partner/Non-Participating Partner | 2                 | 18                | \$321   | \$165          | \$205  | \$520          |
|                    | Associate Lawyer   | 4                 | 24                | \$149   | \$125          | \$130  | \$205          |
|                    | Of Counsel   | 1                 | 8                 | \$480   | \$408          | \$428  | \$495          |
| Middle Atlantic    | Equity Partner/Shareholder/Proprietor                            | 5                 | 106               | \$697   | \$450          | \$573  | \$715          |
|                    | Non-equity Partner/Shareholder/Partner/Non-Participating Partner | 4                 | 193               | \$717   | \$455          | \$625  | \$715          |
|                    | Associate Lawyer   | 6                 | 182               | \$509   | \$325          | \$360  | \$715          |
|                    | Of Counsel   | 2                 | 20                | \$547   | \$445          | \$495  | \$715          |
| South Atlantic     | Equity Partner/Shareholder/Proprietor                            | 5                 | 40                | \$813   | \$600          | \$660  | \$715          |
|                    | Non-equity Partner/Shareholder/Partner/Non-Participating Partner | 5                 | 99                | \$664   | \$400          | \$500  | \$715          |
|                    | Associate Lawyer   | 6                 | 152               | \$453   | \$310          | \$370  | \$715          |
|                    | Staff Lawyer   | 6                 | 149               | \$563   | \$310          | \$370  | \$715          |
| East South Central | Of Counsel   | 3                 | 14                | \$338   | \$185          | \$205  | \$520          |
|                    | Equity Partner/Shareholder/Proprietor                            | 5                 | 52                | \$811   | \$548          | \$625  | \$715          |
|                    | Non-equity Partner/Shareholder/Partner/Non-Participating Partner | 3                 | 53                | \$511   | \$340          | \$370  | \$715          |
|                    | Associate Lawyer   | 3                 | 102               | \$327   | \$240          | \$250  | \$715          |
| West North Central | Of Counsel   | 1                 | 134               | \$581   | \$300          | \$360  | \$715          |
|                    | Equity Partner/Shareholder/Proprietor                            | 1                 | 45                | \$466   | \$300          | \$360  | \$715          |
|                    | Non-equity Partner/Shareholder/Partner/Non-Participating Partner | 1                 | 71                | \$830   | \$740          | \$740  | \$715          |
|                    | Associate Lawyer   | 6                 | 12                | \$563   | \$325          | \$360  | \$715          |
| West South Central | Of Counsel   | 1                 | 12                | \$591   | \$460          | \$488  | \$715          |
|                    | Equity Partner/Shareholder/Proprietor                            | 1                 | 4                 | \$366   | \$185          | \$205  | \$520          |
|                    | Non-equity Partner/Shareholder/Partner/Non-Participating Partner | 1                 | 12                | \$394   | \$185          | \$205  | \$520          |
|                    | Associate Lawyer   | 1                 | 13                | \$510   | \$380          | \$400  | \$715          |
| Mountain           | Of Counsel   | 1                 | 48                | \$674   | \$555          | \$555  | \$715          |
|                    | Equity Partner/Shareholder/Proprietor                            | 1                 | 16                | \$440   | \$305          | \$360  | \$715          |
|                    | Non-equity Partner/Shareholder/Partner/Non-Participating Partner | 1                 | 12                | \$808   | \$613          | \$620  | \$715          |
|                    | Associate Lawyer   | 2                 | 8                 | \$727   | \$550          | \$585  | \$715          |
| Pacific            | Of Counsel   | 2                 | 27                | \$680   | \$325          | \$360  | \$715          |
|                    | Equity Partner/Shareholder/Proprietor                            | 2                 | 13                | \$597   | \$315          | \$360  | \$715          |
|                    | Non-equity Partner/Shareholder/Partner/Non-Participating Partner | 2                 | 81                | \$445   | \$275          | \$310  | \$715          |
|                    | Associate Lawyer   | 2                 | 70                | \$500   | \$315          | \$360  | \$715          |
| Total              | Of Counsel   | 2                 | 146               | \$573   | \$335          | \$375  | \$715          |
|                    | Equity Partner/Shareholder/Proprietor                            | 2                 | 10                | \$805   | \$585          | \$655  | \$715          |
|                    | Non-equity Partner/Shareholder/Partner/Non-Participating Partner | 2                 | 10                | \$805   | \$585          | \$655  | \$715          |
|                    | Associate Lawyer   | 2                 | 10                | \$805   | \$585          | \$655  | \$715          |

**BROAD REGION BY YEARS OF LEGAL EXPERIENCE  
STANDARD HOURLY BILLING RATES**  
As of January 1, 2022

|           | Usual Range/Years of Experience | Number of Office |   | Number of Lawyers |     | Rate    |               | Upper Quintile | Lower Quintile | Median | Upper Quintile | Lower Quintile |
|-----------|---------------------------------|------------------|---|-------------------|-----|---------|---------------|----------------|----------------|--------|----------------|----------------|
|           |                                 | 5                | 6 | 14                | 15  | Average | Range         |                |                |        |                |                |
| Northeast | Under 2 Years                   | 5                | 6 | 14                | 15  | \$485   | \$445 - \$525 | \$548          | \$425          | \$510  | \$580          | \$400          |
|           | 2 or 3 Years                    | 5                | 6 | 33                | 34  | \$455   | \$415 - \$495 | \$510          | \$390          | \$480  | \$540          | \$360          |
|           | 4 or 5 Years                    | 6                | 7 | 30                | 31  | \$455   | \$415 - \$495 | \$510          | \$390          | \$480  | \$540          | \$360          |
|           | 6 or 7 Years                    | 6                | 7 | 35                | 36  | \$455   | \$415 - \$495 | \$510          | \$390          | \$480  | \$540          | \$360          |
|           | 8 to 10 Years                   | 5                | 6 | 58                | 59  | \$455   | \$415 - \$495 | \$510          | \$390          | \$480  | \$540          | \$360          |
|           | 11 to 15 Years                  | 2                | 3 | 94                | 95  | \$455   | \$415 - \$495 | \$510          | \$390          | \$480  | \$540          | \$360          |
|           | 16 to 20 Years                  | 6                | 7 | 84                | 85  | \$455   | \$415 - \$495 | \$510          | \$390          | \$480  | \$540          | \$360          |
|           | 21 to 25 Years                  | 6                | 7 | 118               | 119 | \$455   | \$415 - \$495 | \$510          | \$390          | \$480  | \$540          | \$360          |
|           | 26 to 30 Years                  | 6                | 7 | 128               | 129 | \$455   | \$415 - \$495 | \$510          | \$390          | \$480  | \$540          | \$360          |
|           | 31 or More Years                | 6                | 7 | 17                | 18  | \$455   | \$415 - \$495 | \$510          | \$390          | \$480  | \$540          | \$360          |
| Midwest   | Under 2 Years                   | 5                | 6 | 17                | 18  | \$472   | \$432 - \$512 | \$535          | \$412          | \$495  | \$560          | \$390          |
|           | 2 or 3 Years                    | 5                | 6 | 30                | 31  | \$455   | \$415 - \$495 | \$510          | \$390          | \$480  | \$540          | \$360          |
|           | 4 or 5 Years                    | 3                | 4 | 24                | 25  | \$467   | \$427 - \$507 | \$530          | \$407          | \$490  | \$550          | \$370          |
|           | 6 or 7 Years                    | 3                | 4 | 50                | 51  | \$467   | \$427 - \$507 | \$530          | \$407          | \$490  | \$550          | \$370          |
|           | 8 to 10 Years                   | 1                | 2 | 39                | 40  | \$467   | \$427 - \$507 | \$530          | \$407          | \$490  | \$550          | \$370          |
|           | 11 to 15 Years                  | 1                | 2 | 54                | 55  | \$467   | \$427 - \$507 | \$530          | \$407          | \$490  | \$550          | \$370          |
|           | 16 to 20 Years                  | 1                | 2 | 48                | 49  | \$467   | \$427 - \$507 | \$530          | \$407          | \$490  | \$550          | \$370          |
|           | 21 to 25 Years                  | 1                | 2 | 54                | 55  | \$467   | \$427 - \$507 | \$530          | \$407          | \$490  | \$550          | \$370          |
|           | 26 to 30 Years                  | 1                | 2 | 54                | 55  | \$467   | \$427 - \$507 | \$530          | \$407          | \$490  | \$550          | \$370          |
|           | 31 or More Years                | 1                | 2 | 54                | 55  | \$467   | \$427 - \$507 | \$530          | \$407          | \$490  | \$550          | \$370          |
| South     | Under 2 Years                   | 5                | 6 | 22                | 23  | \$495   | \$455 - \$535 | \$560          | \$435          | \$520  | \$580          | \$400          |
|           | 2 or 3 Years                    | 5                | 6 | 32                | 33  | \$495   | \$455 - \$535 | \$560          | \$435          | \$520  | \$580          | \$400          |
|           | 4 or 5 Years                    | 4                | 5 | 48                | 49  | \$495   | \$455 - \$535 | \$560          | \$435          | \$520  | \$580          | \$400          |
|           | 6 or 7 Years                    | 4                | 5 | 44                | 45  | \$495   | \$455 - \$535 | \$560          | \$435          | \$520  | \$580          | \$400          |
|           | 8 to 10 Years                   | 3                | 4 | 55                | 56  | \$495   | \$455 - \$535 | \$560          | \$435          | \$520  | \$580          | \$400          |
|           | 11 to 15 Years                  | 2                | 3 | 59                | 60  | \$495   | \$455 - \$535 | \$560          | \$435          | \$520  | \$580          | \$400          |
|           | 16 to 20 Years                  | 2                | 3 | 60                | 61  | \$495   | \$455 - \$535 | \$560          | \$435          | \$520  | \$580          | \$400          |
|           | 21 to 25 Years                  | 2                | 3 | 115               | 116 | \$495   | \$455 - \$535 | \$560          | \$435          | \$520  | \$580          | \$400          |
|           | 26 to 30 Years                  | 2                | 3 | 116               | 117 | \$495   | \$455 - \$535 | \$560          | \$435          | \$520  | \$580          | \$400          |
|           | 31 or More Years                | 2                | 3 | 11                | 12  | \$495   | \$455 - \$535 | \$560          | \$435          | \$520  | \$580          | \$400          |
| West      | Under 2 Years                   | 5                | 6 | 23                | 24  | \$514   | \$474 - \$554 | \$579          | \$454          | \$539  | \$599          | \$414          |
|           | 2 or 3 Years                    | 5                | 6 | 33                | 34  | \$514   | \$474 - \$554 | \$579          | \$454          | \$539  | \$599          | \$414          |
|           | 4 or 5 Years                    | 3                | 4 | 48                | 49  | \$514   | \$474 - \$554 | \$579          | \$454          | \$539  | \$599          | \$414          |
|           | 6 or 7 Years                    | 3                | 4 | 48                | 49  | \$514   | \$474 - \$554 | \$579          | \$454          | \$539  | \$599          | \$414          |
|           | 8 to 10 Years                   | 3                | 4 | 48                | 49  | \$514   | \$474 - \$554 | \$579          | \$454          | \$539  | \$599          | \$414          |
|           | 11 to 15 Years                  | 3                | 4 | 48                | 49  | \$514   | \$474 - \$554 | \$579          | \$454          | \$539  | \$599          | \$414          |
|           | 16 to 20 Years                  | 3                | 4 | 48                | 49  | \$514   | \$474 - \$554 | \$579          | \$454          | \$539  | \$599          | \$414          |
|           | 21 to 25 Years                  | 3                | 4 | 48                | 49  | \$514   | \$474 - \$554 | \$579          | \$454          | \$539  | \$599          | \$414          |
|           | 26 to 30 Years                  | 3                | 4 | 48                | 49  | \$514   | \$474 - \$554 | \$579          | \$454          | \$539  | \$599          | \$414          |
|           | 31 or More Years                | 3                | 4 | 48                | 49  | \$514   | \$474 - \$554 | \$579          | \$454          | \$539  | \$599          | \$414          |

INDIVIDUAL NON-LITIGATION SPECIALTIES  
STANDARD HOURLY BILLING RATES  
As of January 1, 2022

| Specialty/Practice Area         | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | Number of Offices | Number of Lawyers | Rate Average | Lower Quintile | Median | Upper Quintile | Noni Deule |
|---------------------------------|---|------------------------|------------|-------------------|-------------------|--------------|----------------|--------|----------------|------------|
| Administrative/Legal/Regulatory |   |                        |            |                   |                   |              |                |        |                |            |
| Banking                         |   |                        |            |                   |                   |              |                |        |                |            |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 4                 | 22                | \$875        | \$700          | \$970  | \$1,000        | \$1,160    |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 1                 | 15                | \$867        | \$540          | \$710  | \$800          | \$910      |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 5                 | 12                | \$885        | \$811          | \$900  | \$950          | \$1,000    |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 3                 | 19                | \$740        | \$580          | \$650  | \$1,000        | \$1,155    |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 2                 | 15                | \$554        | \$395          | \$495  | \$540          | \$600      |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 2                 | 2                 | \$771        | \$320          | \$415  | \$525          | \$600      |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 2                 | 16                | \$563        | \$320          | \$415  | \$525          | \$600      |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 2                 | 9                 | \$756        | \$625          | \$725  | \$1,155        | \$1,525    |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 2                 | 6                 | \$848        | \$710          | \$785  | \$1,050        | \$1,190    |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 3                 | 13                | \$588        | \$505          | \$560  | \$1,000        | \$1,200    |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 4                 | 9                 | \$591        | \$525          | \$590  | \$815          | \$965      |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 1                 | 2                 | \$615        | \$615          | \$615  | \$615          | \$615      |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 5                 | 22                | \$756        | \$580          | \$680  | \$850          | \$1,050    |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 4                 | 9                 | \$549        | \$430          | \$505  | \$580          | \$680      |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 2                 | 7                 | \$691        | \$605          | \$665  | \$810          | \$950      |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 4                 | 32                | \$718        | \$550          | \$650  | \$800          | \$950      |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 3                 | 28                | \$581        | \$430          | \$530  | \$680          | \$795      |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 2                 | 4                 | \$708        | \$585          | \$685  | \$851          | \$960      |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 3                 | 16                | \$517        | \$445          | \$525  | \$715          | \$825      |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 2                 | 9                 | \$486        | \$385          | \$485  | \$590          | \$695      |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 3                 | 15                | \$457        | \$360          | \$460  | \$555          | \$655      |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 3                 | 16                | \$279        | \$260          | \$275  | \$310          | \$320      |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 9                 | 30                | \$515        | \$380          | \$505  | \$740          | \$830      |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 2                 | 30                | \$322        | \$210          | \$265  | \$330          | \$360      |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 4                 | 8                 | \$423        | \$375          | \$425  | \$485          | \$525      |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 4                 | 14                | \$779        | \$600          | \$725  | \$860          | \$930      |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 1                 | 14                | \$623        | \$510          | \$585  | \$755          | \$810      |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 2                 | 7                 | \$624        | \$520          | \$590  | \$755          | \$810      |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 2                 | 2                 | \$595        | \$425          | \$520  | \$680          | \$750      |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 5                 | 131               | \$740        | \$580          | \$725  | \$900          | \$1,110    |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 1                 | 23                | \$571        | \$480          | \$565  | \$725          | \$815      |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 2                 | 1                 | \$728        | \$535          | \$695  | \$910          | \$1,020    |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 2                 | 1                 | \$640        | \$575          | \$650  | \$805          | \$925      |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 2                 | 13                | \$716        | \$570          | \$715  | \$900          | \$1,000    |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 2                 | 31                | \$491        | \$375          | \$460  | \$580          | \$670      |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 1                 | 2                 | \$565        | \$460          | \$540  | \$680          | \$780      |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 1                 | 9                 | \$508        | \$400          | \$480  | \$600          | \$700      |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 1                 | 18                | \$627        | \$510          | \$615  | \$770          | \$840      |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 1                 | 2                 | \$740        | \$640          | \$740  | \$900          | \$1,000    |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 3                 | 45                | \$864        | \$700          | \$860  | \$1,000        | \$1,160    |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 1                 | 50                | \$817        | \$675          | \$805  | \$955          | \$1,100    |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 4                 | 14                | \$809        | \$680          | \$810  | \$955          | \$1,100    |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 2                 | 7                 | \$510        | \$410          | \$510  | \$620          | \$720      |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 9                 | 102               | \$634        | \$500          | \$600  | \$720          | \$820      |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 5                 | 50                | \$464        | \$345          | \$445  | \$540          | \$640      |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 1                 | 14                | \$501        | \$390          | \$490  | \$585          | \$685      |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 7                 | 28                | \$911        | \$730          | \$915  | \$1,110        | \$1,315    |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 2                 | 8                 | \$654        | \$525          | \$625  | \$735          | \$845      |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 2                 | 4                 | \$816        | \$618          | \$816  | \$1,015        | \$1,210    |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 11                | 42                | \$704        | \$555          | \$685  | \$805          | \$910      |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 3                 | 33                | \$512        | \$385          | \$485  | \$585          | \$685      |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 3                 | 12                | \$715        | \$540          | \$715  | \$875          | \$975      |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 5                 | 35                | \$658        | \$525          | \$658  | \$795          | \$895      |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 4                 | 35                | \$477        | \$365          | \$465  | \$570          | \$670      |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 1                 | 4                 | \$538        | \$435          | \$538  | \$645          | \$745      |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 3                 | 17                | \$571        | \$460          | \$571  | \$680          | \$780      |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 2                 | 10                | \$594        | \$475          | \$594  | \$705          | \$805      |
|                                 | Partner/Shareholder - Equity/Non-Equity | Associate/Staff Lawyer | Of Counsel | 2                 | 2                 | \$568        | \$455          | \$568  | \$670          | \$770      |

**INDIVIDUAL NON-LITIGATION SPECIALTIES BY YEARS OF LEGAL EXPERIENCE**  
**STANDARD HOURLY BILLING RATES**  
 As of January 1, 2023

| Specialty                       | Years of Experience | Number of Offices | Number of Lawyers | Average Rate | Lower Quintile | Median  | Upper Quintile | Ninth Decile |
|---------------------------------|---------------------|-------------------|-------------------|--------------|----------------|---------|----------------|--------------|
| Administrative/Legal Regulatory | 2 or 3 Years        | 1                 | 2                 | \$340        | \$105          | \$340   | \$575          | \$675        |
|                                 | 4 or 5 Years        | 1                 | 4                 | \$725        | \$683          | \$725   | \$768          | \$820        |
|                                 | 6 or 7 Years        | 1                 | 4                 | \$623        | \$608          | \$623   | \$678          | \$690        |
|                                 | 8 to 10 Years       | 1                 | 5                 | \$602        | \$571          | \$602   | \$650          | \$690        |
|                                 | 11 to 15 Years      | 1                 | 6                 | \$641        | \$611          | \$641   | \$690          | \$730        |
|                                 | 16 to 20 Years      | 2                 | 6                 | \$771        | \$750          | \$771   | \$820          | \$850        |
|                                 | 21 or More Years    | 1                 | 7                 | \$820        | \$800          | \$820   | \$870          | \$900        |
|                                 | 2 or 3 Years        | 4                 | 2                 | \$522        | \$500          | \$522   | \$570          | \$590        |
|                                 | 4 or 5 Years        | 2                 | 14                | \$914        | \$850          | \$914   | \$1,000        | \$1,050      |
|                                 | 6 or 7 Years        | 2                 | 2                 | \$180        | \$170          | \$180   | \$180          | \$180        |
|                                 | 8 to 10 Years       | 1                 | 3                 | \$115        | \$115          | \$115   | \$115          | \$115        |
| Banking                         | 2 or 3 Years        | 1                 | 3                 | \$648        | \$615          | \$648   | \$695          | \$740        |
|                                 | 4 or 5 Years        | 1                 | 7                 | \$574        | \$550          | \$574   | \$620          | \$660        |
|                                 | 6 or 7 Years        | 3                 | 3                 | \$633        | \$603          | \$633   | \$680          | \$720        |
|                                 | 8 to 10 Years       | 4                 | 10                | \$752        | \$725          | \$752   | \$800          | \$850        |
|                                 | 11 to 15 Years      | 3                 | 6                 | \$794        | \$765          | \$794   | \$840          | \$890        |
|                                 | 16 to 20 Years      | 1                 | 2                 | \$100        | \$100          | \$100   | \$100          | \$100        |
|                                 | 21 or More Years    | 1                 | 2                 | \$695        | \$675          | \$695   | \$740          | \$780        |
|                                 | 2 or 3 Years        | 1                 | 2                 | \$475        | \$475          | \$475   | \$475          | \$475        |
|                                 | 4 or 5 Years        | 1                 | 13                | \$841        | \$815          | \$841   | \$890          | \$940        |
|                                 | 6 or 7 Years        | 1                 | 4                 | \$724        | \$715          | \$724   | \$770          | \$815        |
|                                 | 8 to 10 Years       | 1                 | 16                | \$963        | \$905          | \$963   | \$1,015        | \$1,065      |
| Commercial/Contract             | 2 or 3 Years        | 3                 | 11                | \$1,151      | \$1,100        | \$1,151 | \$1,200        | \$1,250      |
|                                 | 4 or 5 Years        | 2                 | 2                 | \$245        | \$245          | \$245   | \$245          | \$245        |
|                                 | 6 or 7 Years        | 2                 | 2                 | \$538        | \$538          | \$538   | \$538          | \$538        |
|                                 | 8 to 10 Years       | 1                 | 2                 | \$415        | \$415          | \$415   | \$415          | \$415        |
|                                 | 11 to 15 Years      | 2                 | 2                 | \$568        | \$553          | \$568   | \$610          | \$650        |
|                                 | 16 to 20 Years      | 1                 | 4                 | \$189        | \$189          | \$189   | \$189          | \$189        |
|                                 | 21 or More Years    | 1                 | 6                 | \$607        | \$575          | \$607   | \$650          | \$700        |
|                                 | 2 or 3 Years        | 2                 | 2                 | \$293        | \$293          | \$293   | \$293          | \$293        |
|                                 | 4 or 5 Years        | 2                 | 2                 | \$340        | \$340          | \$340   | \$340          | \$340        |
|                                 | 6 or 7 Years        | 1                 | 1                 | \$103        | \$103          | \$103   | \$103          | \$103        |
|                                 | 8 to 10 Years       | 2                 | 2                 | \$571        | \$571          | \$571   | \$571          | \$571        |
| Employee Benefits (ERISA)       | 2 or 3 Years        | 4                 | 9                 | \$591        | \$565          | \$591   | \$640          | \$690        |
|                                 | 4 or 5 Years        | 6                 | 6                 | \$768        | \$730          | \$768   | \$810          | \$860        |
|                                 | 6 or 7 Years        | 1                 | 11                | \$760        | \$715          | \$760   | \$810          | \$860        |
|                                 | 8 to 10 Years       | 2                 | 3                 | \$290        | \$290          | \$290   | \$290          | \$290        |
|                                 | 11 to 15 Years      | 2                 | 2                 | \$355        | \$355          | \$355   | \$355          | \$355        |
|                                 | 16 to 20 Years      | 1                 | 2                 | \$425        | \$425          | \$425   | \$425          | \$425        |
|                                 | 21 or More Years    | 2                 | 2                 | \$495        | \$495          | \$495   | \$495          | \$495        |
|                                 | 2 or 3 Years        | 1                 | 2                 | \$525        | \$525          | \$525   | \$525          | \$525        |
|                                 | 4 or 5 Years        | 2                 | 2                 | \$630        | \$630          | \$630   | \$630          | \$630        |
|                                 | 6 or 7 Years        | 1                 | 11                | \$760        | \$715          | \$760   | \$810          | \$860        |
|                                 | 8 to 10 Years       | 2                 | 2                 | \$397        | \$397          | \$397   | \$397          | \$397        |
| Environmental                   | 2 or 3 Years        | 1                 | 3                 | \$680        | \$625          | \$680   | \$730          | \$780        |
|                                 | 4 or 5 Years        | 2                 | 2                 | \$625        | \$625          | \$625   | \$625          | \$625        |
|                                 | 6 or 7 Years        | 1                 | 4                 | \$626        | \$615          | \$626   | \$675          | \$725        |
|                                 | 8 to 10 Years       | 2                 | 6                 | \$618        | \$615          | \$618   | \$665          | \$715        |
|                                 | 11 to 15 Years      | 3                 | 13                | \$616        | \$615          | \$616   | \$665          | \$715        |
|                                 | 16 to 20 Years      | 1                 | 7                 | \$631        | \$631          | \$631   | \$631          | \$631        |
|                                 | 21 or More Years    | 2                 | 13                | \$631        | \$631          | \$631   | \$631          | \$631        |
|                                 | 2 or 3 Years        | 1                 | 2                 | \$527        | \$527          | \$527   | \$527          | \$527        |
|                                 | 4 or 5 Years        | 1                 | 2                 | \$385        | \$385          | \$385   | \$385          | \$385        |
|                                 | 6 or 7 Years        | 1                 | 2                 | \$410        | \$410          | \$410   | \$410          | \$410        |
|                                 | 8 to 10 Years       | 1                 | 4                 | \$578        | \$578          | \$578   | \$578          | \$578        |
|                                 | 11 to 15 Years      | 2                 | 4                 | \$601        | \$601          | \$601   | \$601          | \$601        |
| Family Law/Domestic Violence    | 2 or 3 Years        | 3                 | 5                 | \$597        | \$565          | \$597   | \$640          | \$690        |
|                                 | 4 or 5 Years        | 1                 | 4                 | \$558        | \$558          | \$558   | \$558          | \$558        |
|                                 | 6 or 7 Years        | 1                 | 2                 | \$655        | \$655          | \$655   | \$655          | \$655        |
|                                 | 8 to 10 Years       | 2                 | 2                 | \$280        | \$280          | \$280   | \$280          | \$280        |
|                                 | 11 to 15 Years      | 2                 | 2                 | \$265        | \$265          | \$265   | \$265          | \$265        |
|                                 | 16 to 20 Years      | 2                 | 2                 | \$184        | \$184          | \$184   | \$184          | \$184        |
|                                 | 21 or More Years    | 2                 | 11                | \$341        | \$341          | \$341   | \$341          | \$341        |
|                                 | 2 or 3 Years        | 2                 | 8                 | \$379        | \$379          | \$379   | \$379          | \$379        |
|                                 | 4 or 5 Years        | 2                 | 10                | \$525        | \$525          | \$525   | \$525          | \$525        |
|                                 | 6 or 7 Years        | 3                 | 3                 | \$237        | \$237          | \$237   | \$237          | \$237        |
|                                 | 8 to 10 Years       | 4                 | 6                 | \$373        | \$373          | \$373   | \$373          | \$373        |
| General Business                | 11 to 15 Years      | 4                 | 6                 | \$428        | \$428          | \$428   | \$428          | \$428        |
|                                 | 16 to 20 Years      | 2                 | 6                 | \$415        | \$415          | \$415   | \$415          | \$415        |
|                                 | 21 or More Years    | 2                 | 10                | \$415        | \$415          | \$415   | \$415          | \$415        |
|                                 | 2 or 3 Years        | 2                 | 2                 | \$526        | \$526          | \$526   | \$526          | \$526        |
|                                 | 4 or 5 Years        | 2                 | 8                 | \$598        | \$598          | \$598   | \$598          | \$598        |
|                                 | 6 or 7 Years        | 1                 | 11                | \$740        | \$740          | \$740   | \$740          | \$740        |
|                                 | 8 to 10 Years       | 2                 | 2                 | \$795        | \$795          | \$795   | \$795          | \$795        |
|                                 | 11 to 15 Years      | 2                 | 2                 | \$840        | \$840          | \$840   | \$840          | \$840        |
|                                 | 16 to 20 Years      | 2                 | 2                 | \$890        | \$890          | \$890   | \$890          | \$890        |
|                                 | 21 or More Years    | 2                 | 2                 | \$940        | \$940          | \$940   | \$940          | \$940        |
|                                 | 2 or 3 Years        | 2                 | 2                 | \$1,000      | \$1,000        | \$1,000 | \$1,000        | \$1,000      |